United Nations ST/IC/2000/54

Secretariat

16 August 2000

Information circular*

To: Members of the staff at Headquarters

From: The Assistant Secretary-General for Human Resources Management

Subject: **Revised salary scale for staff in the Language Teacher category at Headquarters****

1. As indicated in paragraph 1 of information circular ST/IC/2000/53, the International Civil Service Commission (ICSC), in accordance with article 12 of its statute, undertook a comprehensive survey of the best-prevailing conditions of employment in New York for the purpose of making recommendations to the Secretary-General on salary scales of staff in the General Service and related categories at Headquarters.

2. With regard to the Language Teachers survey, the Commission indicated that the list of comparators should be expanded and requested the United Nations to submit its findings at the next session of ICSC, in spring 2001. In the meantime, the Commission decided that the 2.00 per cent cost-of-living adjustment, which was warranted in January 2000, should be granted to staff in this category, effective 1 January 2000. The salary scale reflecting the 2.00 per cent interim adjustment is set out as an annex to the present information circular.

3. The implementation of the salary scale indicated in paragraph 2 above will be reflected at the end of August 2000. Those former staff members who left the service of the United Nations between 1 January and 31 July 2000 will be eligible to receive the retroactive increases that have resulted from the implementation of the revised salaries upon presentation of a written claim to their former executive offices. Such claims must be made within one year of the date of issuance of the present information circular.

* The present circular will be in effect until further notice.

** *Personnel Manual* index No. 3123 C.

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Annex

Salary scale for staff in the Language Teacher category at Headquarters

(United States dollars)

Effective 1 January 2000

Level		STEPS											
		I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII**
LT	(Gross)	53 281	55 096	56 911	58 726	60 580	62 526	64 472	66 419	68 365	70 312	72 258	74 204
	(Gross pension)	52 177	53 922	55 666	57 411	59 155	60 901	62 651	64 467	66 282	68 098	69 913	71 729
	(Total net)	41 428	42 771	44 114	45 457	46 800	48 143	49 486	50 829	52 172	53 515	54 858	56 201
	(Net pension)	41 428	42 771	44 114	45 457	46 800	48 143	49 486	50 829	52 172	53 515	54 858	56 201
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

Increments: Salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Work schedule: The yearly schedule of work consists of three terms of 13 weeks each. There is a summer recess and there are scheduled breaks between terms. Leave taken during the recess and the breaks in excess of the annual leave entitlement provided in the Staff Rules is treated as special leave with pay.

Dependency allowances (US$ net per annum):

Child (for staff who become eligible on or after 1 February 1999)	1 068
Child (for eligible staff on board and already in receipt of amount prior to 1 February 1999)	1 236
Except for first dependent child of a single, widowed or divorced staff member	3 038
Dependent spouse	3 038
Secondary dependant	1 181

Language allowance: not entitled.

* Long-service step:

The qualifying criteria for in-grade increases to the long-service step are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade;

(b) The staff member's service should have been satisfactory.

Gross:	Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.
Gross pension:	Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining Pension benefits.
Net pension:	Net Pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e. 100 per cent of total net salary.
Total net:	Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.
NPC:	Non-pensionable component is that part of net salary excluded from the application of staff assessment in the determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.